



Task Force EXCEL is creating major cultural change by focusing Navy learning on fleet mission requirements through use of human performance measures - providing Sailors with the “tools and opportunities” to grow and develop, professionally, and personally, while improving mission accomplishment. The Four Quadrant Human Performance System Model (see page 3) is the underlying process by which Task Force EXCEL is redefining Human Performance policies, structures, and mechanisms.

Navy Sends Sailors to Cisco Academy

By Journalist 2nd Class JD Walter, Task Force EXCEL APAO

NORFOLK, Va. (NNS) -- Putting initials after Sailors' names, not just before them, is but one mantra of the Navy's revolution in Training. Making Sailors employable, not just employed, is another. For more on the impact of these dramatic changes go to <http://www.excel.navy.mil/> or contact Task Force Excel's PAO at kirchner.gary@ndw.navy.mil.



5VM

The 5 Vector Model (5VM) defines the perimeters around which Sailor's personal and professional development is designed. For more information on the 5VM [click here](#). The 5 Vectors include Professional Development, Personal Development, Leadership, Qualifications & Certifications, and Performance.

Professional Development: *provides the roadmap showing jobs and competencies required for each career phase (incorporates accepted private industry standards and certifications). Current efforts include MS, IT, MA, QM, SM, AG, STG & SH. Damage Control, engineering & aviation maintenance rates are under consideration.*

AG- Initial scoping meeting (Navy and civilian private sector industry experts, resource sponsors, fleet representatives, and other stakeholders to determine goals and objectives) is scheduled the week of 11 February.

IT – HP Cell human performance experts, N6, TFE PAC and LANT, and Fleet subject matter experts (SME) to develop a Job Task Analysis. The HP cell is on tap to provide its Knowledge, Skills, and Abilities (KSA) report to the full working group on March 21st. To date, the IT working group has developed a 5-part Beta Test to include:

- > Apprentice IT Training as Administrator, Operator & Maintainer
- > Full Integration Training on LAN & RF
- > Increase Journeyman Level Reenlistment
- > Train Journeyman IT to Maintain Shipboard Systems
- > Determine Incentive to Stay and Degree of Job Satisfaction for Masters

Upon completion of the Beta tests, IT working group will:

- > Complete JTA mapping interviews
- > Conduct Gap Analysis (a formal method of establishing the 'gap' between what we have, and what analysis says we need) on formal Navy vs. Commercial training.

MA- HP personnel met with N34 to gather information the missions/jobs/duties/tasks required of the "new MA" rate which focuses on Force Protection.

MS – HP Cell briefed their “MS Rating Performance Analysis & Solution Recommendations” report to the MS Project Team on 29 Jan-1 Feb. Beta Test recommendations:

- > Foundation School: roughly equivalent to one trimester of culinary education
- > Finishing School : Keeps foundation participants together & in place under direct supervision of an ACF certified MS
- > Use USS THEODORE ROOSEVELT BG as test platform.
- > Naval Recruiting Command is partnering with NAVSUPs Navy Food Management Team for a targeted effort at recruiting certified culinarians.

QM- The first working group meeting will be held in Norfolk, 20-21 Feb, to define QM tools/tasks to meet fleet needs based upon Joint and Navy Mission Task Lists (J/NMTLS).

Personal Development: *Focuses on Sailor development, including financial management, health and fitness, and safety, as well as college-level educational requirements that allow you to complete your degree.*

Project Team workshops conducted 22-25JAN02 produced edited, categorized, and smoothed Behavior Statements (requirements) which have been distributed to all team members for review and comment (advance copy provided to HP Cell).

CAPT Barnett and CDR Spencer met to Vector to compare Behavior Statements and eliminate overlaps between the Personal Development Vector, the Enlisted Leadership Vector and the Officer Leadership.

LT Kelliher is setting up a day for several concurrent Industry Interviews to evaluate private sector efforts on personal growth and development. The sessions are being hosted by Integic Corporation in the National Capitol Region 22 February. The companies and entities present may include (tentatively) Xerox, Price-Waterhouse, Harvard University, James Madison University, Toyota (and/or) Marriott, Element K, Vivid Corp. Interviews with IBM and Booz-Allen have already been conducted.

Fleet Focus Groups (E1-E8s) keep the personal development vector on track by continually reviewing TFE concept and the Personal Development vector progress.

A joint beta test between FranklinCovey and EDS to try-out the new on-line version of the 7 Habits of Highly Effective People. TFE was invited to participate along with 3 other private entities, including General Motors University and EDS itself. The Navy is contributing 16 participants (8 from the Leadership Vector, 8 from the Personal Development Vector). The Personal Development Vector is soliciting participants from the fleets and TYCOM's (E-5 through E-8 and O-3 through O-5). The Navy is not obligated to buy or use the on-line course in the future, and the beta test will not cost neither the Navy nor the individuals anything but the time.

Leadership:

Working groups have been conducted over the last three weeks with E-4 through O-6 personnel from across the Navy, representing a wide variety of communities and sea/shore activities, to define the leadership requirements for officer and enlisted personnel. These efforts built upon December's Leadership Summit, and research into the leadership competencies embraced other organizations' (civilian industries, government, and our sister services). An additional working group session will occur 13-15 Feb to smooth up the draft requirements, and finalize a coherent leadership competency model that is

applicable to all Navy officer and enlisted personnel (along with the associated Knowledge, Skills, Abilities, and Attitudes expressed in behavioral terms).

The HP Cell will begin their initial analysis of leadership requirements by focusing on the key leadership competency of “teambuilding” over the next two weeks. This early effort will make use of HP Cell’s extensive knowledge of team performance, evaluation, and development options.

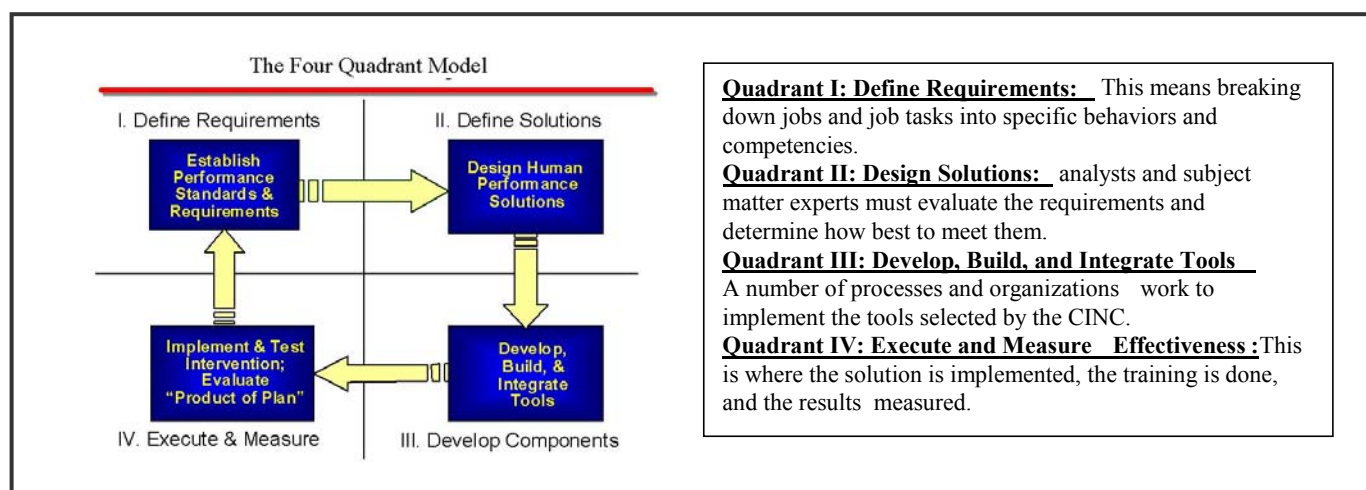
Potential Pilot program: TFE PAC will forward a draft Navy-wide mentorship continuum to the Leadership working group for potential inclusion in the Leadership Vector Model. TFE PAC is working with CAPT Kantner (N79) and Ms Cheryl Lilleboe (NAWC TSD) to coordinate other mentoring efforts.

Qualifications and Certifications: *Designed to recognize Navy qualifications & civilian certifications.*

NTR

Performance: *Provides Sailors with a clearly defined performance based career path. Managing that career path is critical since as you achieve your milestones--you will get promoted.*

NTR (this effort being led by NPC/NPRST)



Mission/Function Area Analysis: *Requirements-based analysis of Navy missions and functions which analytically link resources to war-fighting capability. Correlates Force and unit level tasks, conditions, and standards to Sailor level knowledge, skills, and abilities. Current focus areas include ATW, C5I, Engineering, and Damage Control.*

ATW: NTR.

C5I : The first level definition of requirements and message description for the C5I Mission Area Analysis (MAA) has been completed, and a C5I Flag Program Review (FPR) was conducted on 31 JAN with Admirals Mayo and Ulrich. The C5I MAA Working Group will meet the week of 18 February prior to briefing ADM Natter on the 25th of February. TFE LANT is prepared to pilot the C5I technical core training model. This model includes a total of 37 weeks of instruction and 6 civilian certifications (EE, ET Associate, A+, N+, Linux+, and MS Cert Pro certifications). The program will have 24 weeks of instruction in BE&E taught by the local community college; 3 weeks of instruction in IP core taught by contract instructors; and 10 weeks of LAN/WAN/comm taught by contract and Navy instructors.

Damage Control: The Damage Control MAA sponsor chairman , CAPT Diefenbach (ATGPAC) has scheduled an initial scoping meeting (where sponsors, private sector industry leaders, and

stakeholders meet to examine known deficiencies, identify innovative solutions, and agree upon a plan of action) 11-13 FEB at FTC San Diego. HP Cell lead Ms Kim Williams and Mr. Joe Villalonga represent the HP Cell.

Engineering : CAPT Berstch and LCDR Geisler are the Project Lead and TFE program manager respectively. Mr. Randy McRae has been identified as HP Cell Lead for Engineering. The initial scoping meeting has been scheduled the week of 11 FEB, in Norfolk, Virginia.

Applied Projects, Betas, and Short Term Deliverables

5VM Implementation: A comprehensive evaluation of the 5VM, to fully understand both its intended and unintended consequences., including potential impact to current statutory requirements effecting compensation, as well as Navy/OSD policies in areas such as sea/shore rotation, billet structure, recruiting, selection and classification, lateral entry, pay structures, DOPMA, and distribution. Lead office, OPNAV N13. Initial working group meeting tentatively scheduled early March.

Acquisition: The initial goal is to develop the ideal requirement (an "Acquisition Scorecard"); a master profile that allows decision makers to explicitly address the relationship between human performance investments and warfighting capability in all phases from R&D through IOC. This is not an acquisition reform effort, but rather a process to evaluate adoption of the HPSM construct into the acquisition process.

Major Command Training Experiment: OPNAV (N769) will host meeting at FASWTRACENPAC, San Diego on 28 FEB 02. The Flag Steering Committee (FSC) was formed to direct its execution. The meeting is to ensure personnel supporting the FSC understand the scope of this Major Training Command Experiment/Mission Area Analysis.

Knowledge Management: Initial benchmarking/challenge/feedback session completed with seven leading vendors. The purpose of this session was to provide leading vendors with the Excel/WEBPORT vision and WEBPORT current capabilities and challenge them to propose improvement opportunities and to deliver any proposals for "proof of concept" within two weeks. Scheduling a two-day working session, 26-27 February, in Norfolk, to coalesce the short-term WEBPORT improvement opportunities and to identify a POA&M for incorporating longer-term opportunities. Initial work with the CNET CIO to develop a collaboration site (expected up this week) on Quickplace with NetMeeting to speed up Task Force EXCEL project and program collaboration between the five TFE cells.

SVC SCH Support: Service School Support Beta Test will build on concept briefed to CNO during 18DEC TFE Board of Advisors meeting - to design a structure that places the responsibility and accountability of Sailor personal and professional development along similar ratings (as defined by KSAs). Initial scoping meeting with CLF N4 & TFE personnel scheduled 14-15 Feb in Norfolk.

Preventative Maintenance System (PMS) Tool. COMNAVSURFOR request to develop tools to assist current fleet requirement. HP Cell-Fleet representative meetings scheduled on 14Feb to demonstrate current technology, discusses requirements, and develops plan.

Individual Cell Reports:

HP: Over 120 OPNAV, TFE, CNET and Fleet participants attended Human Performance Workshop in Orlando this week. [Click here](#) to request your free CD of the briefs on human performance and Task Force Excel that were presented. Detailed progress report of the HP Cell's efforts is attached below:



HP Progress Feb 6.doc

LANT:

- Consolidated Quota Control – TFE LANT met with all quota control reps on 06Feb to hash out business rules and procedures.



"14 Jan Consolidated "CQC Status Update
Quota Control Brief.p 5 Feb.doc"

- Battle Group C4I Training.

- > Still working with GWBG to attain the 90% C4I goal prior to cruise. Original plan was 90% at D-6, but due to the advancement of projected deployment; the D-6 data point has been passed. CCDG-2 held a meeting with all BG Training Officers, CLF, TFE, and LTA reps to re-coordinate some training needs due to schedule changes. TFE and LTA are currently working to overcome the last few problems. As of 07 Feb, GWBG is at 88% for C-4I.
- > Harry S Truman: Still working with their Training Officers to realign training to meet their needs to their deployment schedule changing also.



"BG C4I Data 6
Feb.xls"

PAC:

CAPT Watt hosting/briefing CNO on Friday, 8 FEB 02 to show the Leadership Course (9th House), discuss Virtual Tour "First Step to Mentoring", and the Reverse Sponsorship Program.

- Dr. Dull and Cheri Miller in WESTPAC 10-15 FEB to brief TFE and gather WESTPAC inputs on TFE PAC projects. (msg 050220Z FEB 02)
- QUISIC Trip Report



"quisic report.doc"

CNET- NTR

Washington DC:

Attached is the greatly expanded program/project management database. We're currently tracking 99 projects in LANT and 75 in PAC. [Click Here](#) to view the entire database (50MB) if you are outside the Enterprise Network. [Click Here](#) if you are inside the Enterprise Network. Pay particular attention to the coding schema; request Project Leads review the TFE coded number and provide feedback. Pay particular attention to the '???' place holder, as it denotes we couldn't figure which project area the item belongs (many are closely related: i.e. IT or C4I). A data sort function for each column allows users to ID and pull up all initiatives related to project areas. For example, using the data search engine, insert project code* (i.e. C4I*) to view all projects associated with C4I, their POC, action officer, status etc.